

HR 1598

Fair Pay Act of 2023

Congress: 118 (2023–2025, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Mar 14, 2023

Current Status: Referred to the House Committee on Education and the Workforce.

Latest Action: Referred to the House Committee on Education and the Workforce. (Mar 14, 2023)

Official Text: <https://www.congress.gov/bill/118th-congress/house-bill/1598>

Sponsor

Name: Del. Norton, Eleanor Holmes [D-DC-At Large]

Party: Democratic • **State:** DC • **Chamber:** House

Cosponsors (1 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Mfume, Kweisi [D-MD-7]	D · MD		Apr 9, 2024

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Mar 14, 2023

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

No related bills are listed.

Fair Pay Act of 2023

This bill requires employers to provide equal pay to employees for comparable or equivalent work.

Specifically, employers may not discriminate against employees on the basis of sex, race, or national origin with respect to payment of wages or other conditions of employment for jobs that, although dissimilar, the requirements of which are equivalent, when viewed as a composite of skills, effort, responsibility, and working conditions. However, employers may pay different wages in accordance with seniority systems, merit systems, systems that measure earnings by quantity or quality of production, or factors that the employer demonstrates are reasonably job-related, or further legitimate business interests. The bill allows compensatory or punitive damages for violations of this prohibition.

The bill prohibits an employer from (1) discriminating against any individual who opposes any act or practice made illegal by this bill or for assisting in an investigation, or (2) discharging or discriminating against any employee who inquires about or discusses another employee's wages.

The Equal Employment Opportunity Commission must assist employers, labor organizations, and the general public in implementing these provisions.

Actions Timeline

- **Mar 14, 2023:** Introduced in House
- **Mar 14, 2023:** Sponsor introductory remarks on measure. (CR E213)
- **Mar 14, 2023:** Referred to the House Committee on Education and the Workforce.